

DUPLICATE  
ORIGINAL

MEMORANDUM OF UNDERSTANDING  
BETWEEN AND FOR  
CITY OF SUSANVILLE  
AND THE  
OPERATING ENGINEERS LOCAL UNION NO. 3  
**FIRE FIGHTERS**

July 1, 2015 through and including June 30, 2017

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## **INTRODUCTION**

The representatives of the City of Susanville, hereinafter called the "CITY," and the representatives of the Fire Fighters Unit, hereinafter called the "Unit," having met and conferred in good faith, have mutually agreed to recommend to the City Council of the City of Susanville and to the Unit membership of the Fire Fighters Unit that the following Memorandum of Understanding (MOU) be adopted and that the wages, hours, and other terms and conditions of employment in this exclusive agreement be implemented.

The purpose of the Memorandum of Understanding is to promote harmonious relations between the CITY and the employees covered herein so as to promote employer-employee relations by providing a written document enumerating the entire agreement between the employer and employees pursuant to the purpose and intent of California Government Code Section 3500.

This MOU governs Fire Department positions of Captain, Fire Fighter I, Fire Fighter II and Fire Apparatus Engineer. For the term of this Agreement, the Fire Fighters Bargaining Unit will be composed of Captains, Fire Fighter Is, Fire Fighter IIs and Fire Apparatus Engineers.

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## **EMPLOYEE RIGHTS**

Employees of the CITY have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations within the scope of representation. Employees of the CITY shall also have the right to refuse to join or participate in the activities or employee organizations and shall have the right to represent themselves individually in their employment relations with the CITY.

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## **CITY RIGHTS**

- A The CITY retains the right, subject to and in accordance with applicable laws and the provisions of the MOU:
- 1 To direct employees in the performance of their duties.
  - 2 To hire, promote, transfer assign and discipline employees.
  - 3 To dismiss employees because of lack of work, or in accordance with personnel rules and regulations.
  - 4 To determine the mission of its divisions and department, number of employees, and the numbers, types, classifications, descriptions and grades of positions, or employees, assigned to an organizational unit, work project, shift, or tour of duty, and the methods and technology of performing its work.

5 To take whatever action may be appropriate to carry out its mission in situations of emergency.

B In addition, the CITY specifically retains all the rights, subject to the provisions of the MOU, to take whatever actions and set whatever policies it deems necessary, with appropriate notification to Fire Unit employees.

C This section will not operate to deny any employee rights guaranteed by applicable law, including the Meyer-Milias-Brown Act.

#### 4 NONDISCRIMINATION

The CITY and Unit agree not to discriminate against any employees in accordance with applicable law. Also, it is recognized that whenever the masculine gender is referred to in this MOU, it shall include the female gender and vice versa.

#### 5 UNIT RECOGNITION

A Acknowledgment:

The CITY agrees to acknowledge the Operating Engineers Local Union No. 3 as the only recognized employee organization representing the regular full-time non-management employees itemized in Section 6.

B Payroll Deduction/Dues

For those Unit employees itemized in Section 6, the CITY will deduct from their wages the regular monthly Union dues. Such dues shall be deducted and transmitted to the Unit upon voluntary, revocable, written authorization of the Unit employees in a manner complying with legal requirements. Written authorization forms will be provided by the CITY unless submitted by the Unit. The Unit agrees to hold harmless and indemnify the CITY for any liability the CITY should incur from any mistakes, negligence or intentional wrong sustained as a result of this service; however that the proper amount as specified by the Unit has been deducted and paid over.

#### 6 UNIT DESCRIPTION

This Unit shall consist of all full-time regular or probationary employees of the CITY of Susanville Fire Department listed in Exhibit A of this MOU.

#### 7 SALARY SCALE, MERIT STEP, CAREER DEVELOPMENT AND PAY PERIOD

A Pay Period:

Pay periods will conform to 26 pay periods within a full year with the pay day occurring every other Friday.

B Salaries:

For the period of July 1, 2015 through June 30, 2016, salaries shall be increased by 9% as shown in Exhibit B of the City of Susanville Global Range and Step Matrix.

For the period of July 1, 2016 through June 30, 2017, salaries shall be increased by 1% as shown in Exhibit C of the City of Susanville Global Range and Step Matrix.

C Longevity:

When an employee has been at Step E for two years, he/she may, according to merit, be moved to Step F where Step F is five percent higher than the current Range and Step. If the employee remains in Step F for two additional years, he/she may, according to merit, go to Step G. Merit increases will not be automatic and will be based upon merit as evidenced by a performance evaluation. Merit increases will be limited to one per fiscal year. Longevity begins after an employee has been at Step E for two years and goes to Step F for two years, and is then eligible to move to Step G. Longevity ends at Step G.

D Merit Pay:

In order to receive a salary step increase the employee shall demonstrate that he merits such increase as shown by the annual performance review. The performance review shall be rated "meets job requirements" or a numerical rating of 3.10 or above to qualify for the merit increase.

E Professional/Educational Incentive Program:

A professional/educational incentive program is established as of January 1, 1994. Incentive pay will be provided as follows:

1 Fire Officer Certification:

May be obtained through California State Fire Training after successful completion of all required subject material courses. Employee will be compensated at 2.5 percent salary increase.

2 AA Degree in Fire Science or Certification of Completion in Related Field:

Acceptance and definition of Arelated field "will be at CITY's discretion. However, it will include, but not necessarily be limited to fire science, law enforcement, medical, public administration and business administration. Obtaining this degree will be compensated by 2.5 percent salary increase.

3 Baccalaureate Degree:

A baccalaureate degree in a related field will qualify employee for an additional 2.5 percent salary increase.

4 Northern California Hazardous Materials Response Team:

Membership will be compensated at a rate of five percent salary increase.

- 5 California State Fire Marshal Career Track:  
Employee will be compensated a 2.5 percent salary increase for completion of CA State Fire Marshal Career Track.

These professional educational incentives may be earned in any job classification level and will continue to be carried over into any higher promotional level granted to the employees.

Each incentive pay increase will be added to the existing step and range of the employee at the time of earning the incentive recognized for compensation.

- F Training and Certification Costs:  
The CITY will pay approved training costs and all costs associated with obtaining and maintaining certifications required by the CITY.

- G Flex Staffing:  
Effective July 1, 1998 the CITY will implement flex staffing for the positions of Fire Fighter I, Fire Fighter II and Fire Apparatus Engineer. Within this group there will be no change in the number of positions but incumbents and future employees will be allowed to progress from Fire Fighter I to Fire Fighter II to Fire Apparatus Engineer based upon requirements set out in adopted job descriptions and merit. Incumbents as of the effective date of this Agreement shall be advanced as appropriate.

- H Professional Development Plan:  
The purpose of the City of Susanville Fire Fighters Professional Development Program is to increase and maintain high levels of professionalism among Fire Fighters and to effectively prepare fire fighters for advancement.

## 8 UNIFORMS

- A During the term of this MOU, the CITY shall provide each employee in this Unit with an annual uniform allowance of \$700.00. Such uniform allowance shall be paid annually in June.
- B New-hires will receive a \$500 uniform allowance upon hire and receive the annual \$700 uniform allowance paid in June.

## 9 PHYSICAL FITNESS EQUIPMENT

The CITY agrees to provide \$1,500 annually toward an employee physical fitness and wellness program.

### Physical Fitness and Wellness Program:

All members of this unit will be eligible to receive an equal share of the money available from this Section, i.e.,  $\$1,500 / 8 = \$187.50$  per member. This money will be available for the purchase of physical fitness equipment, athletic club membership and clothing for

training. Members can provide the CITY with receipts for reimbursement for the above-mentioned items pending approval of the Fire Chief.

## **10 IRS SECTION 125 PLAN; DEFERRED COMPENSATION**

The CITY agrees to establish an IRS Section 125 Plan for employees' use. The CITY will contribute \$50 per month as a contribution to an employee's Section 125 plan; or

The CITY will match on a dollar-for-dollar basis contributions to a deferred compensation plan with a maximum contribution of \$50 per month.

## **11 RETIREMENT**

A Effective July 1, 2015, the CITY shall pay the employer's share and the employee shall pay the employee's 9% share of the existing retirement program of 3% at 50, single highest year, with California Public Employees Retirement System for Legacy employees.

B New Employees as defined by the CalPERS hired after January 1, 2013 will be subject to the mandatory provisions of AB340 / PEPR.

## **12 WORK SCHEDULE**

A Fire Department shift personnel covered by this MOU shall work a 56-hour week (averaged over a year) which shall consist of working 24-hour shifts in each work cycle, on the formula of 24 hours on-duty, 24 off-duty, 24 on-duty, 24 off-duty and 96 off duty. This work schedule equates to a 28-day work period (224 hours).

B A "working day" of "week day" shall be defined as one-fifth (or 11.2 hours) of the employee's work week, whenever those terms are used in this MOU for vacation, holidays, family illness and bereavement days.

C From time to time personnel from the Unit may be assigned to a 40-hour work week instead of the usual 24-hour shift schedule. This type of assignment will be observed as follows:

- 1 If the 40-hour assignment is temporary in nature (e.g., one month or less) the assignee will continue to receive vacation/sick leave accrual at their appropriate 24-hour shift rate.
- 2 If the 40-hour position becomes a permanent Unit classification, the assignee will accrue vacation/sick leave at their shift rate until a six-month probationary period has been successfully completed. At that time, the assignee will convert to the appropriate accruals for their time in service as per the 40-hour work schedule formula.
- 3 Any person in this Unit assigned to a 40-hour schedule will continue to be represented by the Fire Fighters Unit and be entitled to the benefits of that

MOU, except in any areas where the shift benefits and 40-hour MOU benefits conflict.

**13**     **HOLIDAYS**

- A     An employee in the Unit who works on a holiday as defined in the Employee Manual shall receive 11.2 hours of straight-time pay in addition to regular pay for each holiday worked. All employees in the Unit will be paid an amount equivalent to six holidays at a rate of 11.2 hours per holiday annually on the pay period preceding December 15.
  
- B     Employee's birthday (or a substitute day to be selected by mutual agreement between the employee and CITY). Each employee covered by this MOU shall receive one 24-hour shift off with pay for his/her birthday. This floating leave shift is offered whether or not the employee is scheduled to work on the birthday. This leave may be taken on the employee's actual birthday or on an alternate day mutually agreed to the employee and CITY. However, if an alternate day is selected, the leave time must be taken within the current fiscal year. The CITY will not incur any overtime pay as the result of this holiday. The employee requesting time off shall advise the Fire Chief ninety days in advance of the birthday or day of leave.

**14**     **VACATION**

- A     Employees in this Unit shall earn vacation credit as set forth in the Employee Manual.
  
- B     In order that employees obtain the maximum benefit for themselves, each vacation should be taken in a single period, if possible. It is desirable that vacations not be split to less than one calendar week.
  
- C     Vacation schedules will be arranged to avoid the necessity of work stoppage, slowing down of work, or need for additional help.
  
- D     The time at which the employee shall be granted a vacation is at the sole discretion of the Department Head. The employee's preference will be taken into account as far as possible. The predominant factor to be considered will be the CITY's needs.
  
- E     Subject to the provisions of Section 14.D. above, vacation will be taken in accordance with departmental seniority regardless of classification or job assignment.
  
- F     Vacation time shall be understood as shift time charged based upon a 24-hour period credit in lieu of an eight-hour credit.

**15**     **OVERTIME**

- A The CITY agrees that all hours worked in excess of 224 hours in a 28-day work period shall be compensated for at the rate of 1.5 times the regular rate of pay.
- B The assignment of overtime will be at the CITY's sole discretion and scheduled by supervisory personnel. However, the CITY shall endeavor to select among those employees who are qualified, those individuals who wish to work overtime, and when reasonably possible, to schedule such overtime in advance.
- C The CITY shall have the right to require employees to work whenever necessary.
- D The CITY shall grant either pay for overtime pursuant to Section 13 of the MOU or compensatory time off at the rate of 1.5 times the number of overtime hours worked. It shall be the employee's option to select pay or compensating time off. No employee shall accrue more than 240 hours of compensatory time off. An employee may elect to receive lump sum cash out for compensatory time between September 1 and December 1 of each year of this MOU.
- E An employee who is called in to work for any period one hour or more following the conclusion of the work shift or a previous call-in, shall receive a minimum of two hours at 1.5 times the regular rate of pay.
- F Overtime is defined as time worked in excess of 224 hours. Time worked shall include time absent with pay, such as vacation time, compensatory time off, sick leave, emergency leave, family leave or bereavement leave. Time worked will not include time worked as a result of voluntary shift trades.

**16 HEALTH, DENTAL and VISION INSURANCE**

- A Effective July 1, 2013 the City shall pay the cost of health, dental and vision insurance premium for each unit member covered under this MOU. Each unit member shall contribute \$30 per month towards the current plan premium. City will continue to research options for the best cost-effective coverage, at its discretion. The City reserves the right to select, change, administer and shall have the right to select any carrier or other method providing coverage to fund the benefits and may adjust the amount the City shall pay for such benefits. If the insurance provider is changed and the cost is less than \$952 per month per employee, the City shall cap the amount of its contribution to an amount not less than 100 percent of the cost of the new plan.
- B Health insurance will be made available to retirees with no minimum vesting, if allowed under the current plan. Retirees will be eligible to purchase health insurance under the abovementioned plan with the vesting requirement if allowed by the plan. A credit of 50 percent of accumulated sick leave at time of retirement, capped at \$15,000, will be paid out per month toward 50 percent of the premium. This amount is subject to CalPERS regulations.

**17 ACTING DUTY OFFICER**

From time to time a permanent employee will be named as the Acting Duty Officer who is temporarily assigned to the fire ground command duties and some responsibilities of the Fire Chief position. After 48 hours of duty the employee shall receive additional compensation of ten percent above his present salary. In addition, the Acting Duty Officer shall receive four hours of straight-hourly salary for each 24-hour period that he is not at work. The Fire Chief under special circumstances may waive the 48-hour period. The additional compensation shall continue as long as the temporary assignment. Upon returning to the former position, the employee will receive the salary he would have received had he remained in the former position.

**18 SALARY PROTECTION PLAN**

- A The CITY will pay an amount not to exceed \$187 per contract year per employee of the premium amount for a salary protection insurance plan. The payment will either be in the form of a reimbursement to each employee who participates in the salary protection plan, or by direct payment to the company providing the salary protection program.
- B This benefit amount (\$187) is for a salary protection plan only and cannot be applied to any other program, nor can any employee receive cash in lieu of this benefit.

**19 EMPLOYEE'S SICK LEAVE**

- A Employees within this Unit will receive 12 hours of sick or accident allowance for each full month of employment up to a total of 144 hours allowance per calendar year, unlimited accumulation.
- B Sick leave will be administered according to the rules in the Employee Manual.
- C Sick leave benefits are payable only for an employee's regularly scheduled work days on which he or she is off as a result of the employee's illness or accident.
- D Under the Public Employees' Retirement System, credit for unused sick leave (Section 20965) of the Government Code shall be a benefit provided to each employee of this Unit upon retirement and in accordance with the rules and regulations of CalPERS.
- E At retirement, 50 percent of accumulated sick leave may be applied to 50 percent of insurance premiums per month.

**20 MILITARY LEAVE**

Military leave shall be granted in accordance with the provisions of state law. All employees entitled to military leave shall give the City Administrator and/or the City Administrator's authorized representative an opportunity, within the limits of military regulations, to determine when such leave shall be taken.

21 **JURY DUTY**

While serving on jury duty, employees will still be paid by the CITY on the basis of a 40-hour week, at their normal rate of pay, on condition that any compensation (in excess of mileage expenses) received from court be turned over to the CITY.

22 **FAMILY ILLNESS LEAVE**

Family illness leave and other associated family leaves are set out in the Employee Manual.

23 **BEREAVEMENT LEAVE**

Bereavement leave is available as set out in the Employee Manual.

24 **LAYOFF POLICY**

It is recognized by the Unit that when due to fiscal, operational or organizational reasons, it is necessary to reduce CITY employment, such action and its implementation, except as qualified herein, shall be at the sole discretion of the CITY. When it is deemed necessary to reduce CITY employment by layoff of employees, the layoff procedure shall protect the right of the CITY to retain the most qualified employees, which also recognizing the relative seniority of affected employees. The following layoff policy is adopted to accomplish this purpose:

A **Section 1:**

The CITY shall have the sole right to determine which class or classes shall be subject to layoff.

B **Section 2:**

The order of layoff of employees within a class or classes subject to layoff shall be:

- 1 Provisional or temporary employees
- 2 Part-time employees
- 3 Probationary employees
- 4 Full-time, regular employees

Within each of the first three categories, the order of layoff shall be at the discretion of the appointing authority. Order of layoff of full-time, regular employees shall be according to the following procedure established in this Section.

In the case of layoffs for full-time, regular employees, the following factors shall be considered in the following orders:

- 1 Knowledge, training, ability, skill, adaptability, attitude and efficiency.

2 Physical fitness required for the job.

3 Seniority.

C Section 3:

Seniority Determination: Seniority will be established by department and within a class. Among employees with equal seniority, the order of layoff shall be determined by the appointing authority.

Procedure: Each department is considered separately when layoff occurs. Employees shall first exhaust demotion rights within a department and class in which the employee had prior full-time, regular status, provided the demotee has a higher seniority than an employee working in that classification. Employees demoting to a lower classification in which they held prior full-time, regular status shall be subject to Factors 1 and 2 in Section 2 above.

D Section 4:

Re-employment: Employees laid off, or demoted in lieu of layoff, shall have a priority right of return to their prior class. This right shall remain effective for one year from the date of demotion or separation from the service.

25 **California Emergency Management Agency (CalEMA)**

The CITY provides fire fighting services to CalEMA under a contract between the CITY and CalEMA. Personnel assignments under the CalEMA contract will be made by the Fire Chief, based upon contractual and operational requirements. Whenever possible, fire fighters' wishes as to whether the assignment is desired will be considered. Any fire fighter so assigned will keep a record of time worked in the manner prescribed and will be compensated according to the compensation provisions of this MOU and the Fair Labor Standards Act, i.e., straight-time for services under the CalEMA contract service on regular duty days, and time and one-half for services on non-duty days. All monies received for services provided under the CalEMA contract will be accounted for in the Fire Department budget.

26 **PAST PRACTICES**

Nothing contained in this MOU shall be interpreted as to imply or permit the invocation of past practice, or tradition, or accumulation or vesting of any employee rights or privileges other than those expressly stated herein.

The CITY and Unit agree that only those past practices, standards, obligations and/or other commitments of the CITY to its employees which are expressly stated herein shall be in full force and effect during the term of this MOU.

All other past practices, standards, obligations or commitments, whether written or unwritten, are within the scope of Section 3 of this MOU.

27 **SOLE AGREEMENT**

- A The policies which are collected in this MOU constitute the entirety of the policies which are subject to the meet and confer obligation as agreed to by the parties. To the extent that any other agreement should be in conflict with these policies, these policies shall prevail.
- B If, during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the MOU in any respect, any such change shall be effective only if, and when, reduced to writing and executed by the authorized representatives of the CITY and the Unit. Any such changes validly made shall become a part of this MOU and subject to its terms.
- C The CITY shall pay all costs associated with members of the Unit obtaining and maintaining special vehicle operator's licenses, EMT/First Responder licenses, and all inoculations required by the CITY.

28 **SAVINGS CLAUSE**

In the event that any of the policies contained in this MOU should be declared by a court of competent jurisdiction to be unenforceable or illegal, that policy, or set of policies, shall be declared void

However, this action shall in no way invalidate the remaining policies contained in this MOU.

Should a policy within the MOU become void as outlined above, either the CITY of the Unit may institute the meet and confer process in regard to instituting a substitute item.

29 **TERM OF THE MEMORANDUM OF UNDERSTANDING**

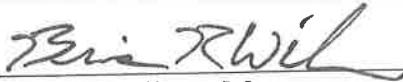
This MOU shall remain in effect for the period of July 1, 2015, through and including June 30, 2017, or until a successor agreement is reached, unless a specific provision provides for a different commencement and/or termination date. The provisions of this MOU shall not, however, take effect until ratified by both the City Council of the City of Susanville and the general membership of the bargaining unit.

The provision of this MOU shall not be altered, amended, or added to except by the mutual written agreement of the CITY and the Unit. Either party may request the other to consider changes in provisions of the MOU; such requests shall be in writing. Neither party is, however, obligated to agree to re-initiate the meet and confer process unless specific provisions of the Federal Fair Labor Standards Act are amended to impact or alter the provisions of this MOU.

Dated this 2/4 day of NOVEMBER, 2015.

30 **SIGNATURES**

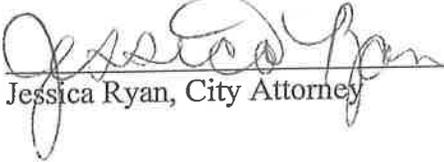
CITY OF SUSANVILLE

  
\_\_\_\_\_  
Brian R. Wilson, Mayor

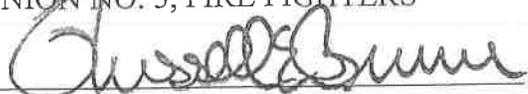
  
\_\_\_\_\_  
Jared G. Hancock, City Administrator

  
\_\_\_\_\_  
Gwenna MacDonald, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Jessica Ryan, City Attorney

OPERATING ENGINEERS LOCAL  
UNION NO. 3, FIRE FIGHTERS

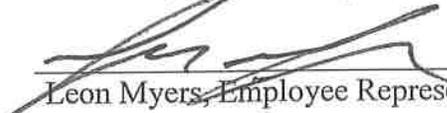
  
\_\_\_\_\_  
Russ Burns, Business Manager

  
\_\_\_\_\_  
Dan Reding, President

  
\_\_\_\_\_  
Jim Sullivan, Rec/Corr Secretary

  
\_\_\_\_\_  
Rick Davis, Director of Public Employees

  
\_\_\_\_\_  
Art Frolli, Business Representative

  
\_\_\_\_\_  
Leon Myers, Employee Representative

**FIRE FIGHTERS**  
**POSITION CLASSIFICATION SCHEDULE**  
**July 1, 2015 through June 30, 2017**

| <u>POSITION</u>         | <u>INCENTIVE LEVEL</u> | <u>RANGE</u> |
|-------------------------|------------------------|--------------|
| Fire Fighter I          | Base                   | 129          |
|                         | I                      | 130          |
|                         | II                     | 131          |
| Fire Fighter II         | Base                   | 132          |
|                         | I                      | 133          |
|                         | II                     | 134          |
| Fire Apparatus Engineer | Base                   | 137          |
|                         | I                      | 138          |
|                         | II                     | 139          |
| Fire Captain            | Base                   | 141          |
|                         | I                      | 142          |
|                         | II                     | 143          |

# EXHIBIT B

## CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX 2015-2016 FIRE MOU

| RANGE | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   | STEP G    |
|-------|----------|----------|----------|----------|----------|----------|-----------|
| 101   | 685.17   | 719.43   | 755.40   | 793.17   | 832.83   | 874.47   | 918.19    |
| 102   | 702.30   | 737.41   | 774.28   | 813.00   | 853.65   | 896.33   | 941.15    |
| 103   | 719.43   | 755.40   | 793.17   | 832.83   | 874.47   | 918.19   | 964.10    |
| 104   | 737.41   | 774.28   | 813.00   | 853.65   | 896.33   | 941.15   | 988.20    |
| 105   | 755.40   | 793.17   | 832.83   | 874.47   | 918.19   | 964.10   | 1,012.30  |
| 106   | 774.28   | 813.00   | 853.65   | 896.33   | 941.15   | 988.20   | 1,037.81  |
| 107   | 793.17   | 832.83   | 874.47   | 918.19   | 964.10   | 1,012.30 | 1,062.92  |
| 108   | 813.00   | 853.65   | 896.33   | 941.15   | 988.20   | 1,037.81 | 1,089.48  |
| 109   | 832.83   | 874.47   | 918.19   | 964.10   | 1,012.30 | 1,062.92 | 1,116.07  |
| 110   | 853.65   | 896.33   | 941.15   | 988.20   | 1,037.81 | 1,089.48 | 1,143.97  |
| 111   | 874.47   | 918.19   | 964.10   | 1,012.30 | 1,062.92 | 1,116.07 | 1,171.87  |
| 112   | 896.33   | 941.15   | 988.20   | 1,037.81 | 1,089.48 | 1,143.97 | 1,201.17  |
| 113   | 918.19   | 964.10   | 1,012.30 | 1,062.92 | 1,116.07 | 1,171.87 | 1,230.46  |
| 114   | 941.15   | 988.20   | 1,037.81 | 1,089.48 | 1,143.97 | 1,201.17 | 1,261.22  |
| 115   | 964.10   | 1,012.30 | 1,062.92 | 1,116.07 | 1,171.87 | 1,230.46 | 1,291.99  |
| 116   | 988.20   | 1,037.81 | 1,089.48 | 1,143.97 | 1,201.17 | 1,261.22 | 1,324.29  |
| 117   | 1,012.30 | 1,062.92 | 1,116.07 | 1,171.87 | 1,230.46 | 1,291.99 | 1,356.58  |
| 118   | 1,037.81 | 1,089.48 | 1,143.97 | 1,201.17 | 1,261.22 | 1,324.29 | 1,390.50  |
| 119   | 1,062.92 | 1,116.07 | 1,171.87 | 1,230.46 | 1,291.99 | 1,356.58 | 1,424.41  |
| 120   | 1,089.48 | 1,143.97 | 1,201.17 | 1,261.22 | 1,324.29 | 1,390.50 | 1,460.03  |
| 121   | 1,116.07 | 1,171.87 | 1,230.46 | 1,291.99 | 1,356.58 | 1,424.41 | 1,495.63  |
| 122   | 1,143.97 | 1,201.17 | 1,261.22 | 1,324.29 | 1,390.50 | 1,460.03 | 1,533.03  |
| 123   | 1,171.87 | 1,230.46 | 1,291.99 | 1,356.58 | 1,424.41 | 1,495.63 | 1,570.42  |
| 124   | 1,201.17 | 1,261.22 | 1,324.29 | 1,390.50 | 1,460.03 | 1,533.03 | 1,609.68  |
| 125   | 1,230.46 | 1,291.99 | 1,356.58 | 1,424.41 | 1,495.63 | 1,570.42 | 1,648.94  |
| 126   | 1,261.22 | 1,324.29 | 1,390.50 | 1,460.03 | 1,533.03 | 1,609.68 | 1,690.16  |
| 127   | 1,291.99 | 1,356.58 | 1,424.41 | 1,495.63 | 1,570.42 | 1,648.94 | 1,731.38  |
| 128   | 1,324.29 | 1,390.50 | 1,460.03 | 1,533.03 | 1,609.68 | 1,690.16 | 1,774.67  |
| 129   | 1,356.58 | 1,424.41 | 1,495.63 | 1,570.42 | 1,648.94 | 1,731.38 | 1,817.95  |
| 130   | 1,390.50 | 1,460.03 | 1,533.03 | 1,609.68 | 1,690.16 | 1,774.67 | 1,863.40  |
| 131   | 1,424.41 | 1,495.63 | 1,570.42 | 1,648.94 | 1,731.38 | 1,817.95 | 1,908.85  |
| 132   | 1,460.03 | 1,533.03 | 1,609.68 | 1,690.16 | 1,774.67 | 1,863.40 | 1,956.57  |
| 133   | 1,495.63 | 1,570.42 | 1,648.94 | 1,731.38 | 1,817.95 | 1,908.85 | 2,004.29  |
| 134   | 1,533.03 | 1,609.68 | 1,690.16 | 1,774.67 | 1,863.40 | 1,956.57 | 2,054.40  |
| 135   | 1,570.42 | 1,648.94 | 1,731.38 | 1,817.95 | 1,908.85 | 2,004.29 | 2,104.51  |
| 136   | 1,609.68 | 1,690.16 | 1,774.67 | 1,863.40 | 1,956.57 | 2,054.40 | 2,157.12  |
| 137   | 1,648.94 | 1,731.38 | 1,817.95 | 1,908.85 | 2,004.29 | 2,104.51 | 2,209.73  |
| 138   | 1,690.16 | 1,774.67 | 1,863.40 | 1,956.57 | 2,054.40 | 2,157.12 | 2,264.98  |
| 139   | 1,731.38 | 1,817.95 | 1,908.85 | 2,004.29 | 2,104.51 | 2,209.73 | 2,320.22  |
| 140   | 1,774.67 | 1,863.40 | 1,956.57 | 2,054.40 | 2,157.12 | 2,264.98 | 2,378.23  |
| 141   | 1,817.95 | 1,908.85 | 2,004.29 | 2,104.51 | 2,209.73 | 2,320.22 | 2,436.23  |
| 142   | 1,863.40 | 1,956.57 | 2,054.40 | 2,157.12 | 2,264.98 | 2,378.23 | 2,497.14  |
| 143   | 1,908.85 | 2,004.29 | 2,104.51 | 2,209.73 | 2,320.22 | 2,436.23 | 2,558.04  |
| 144   | 1,956.57 | 2,054.40 | 2,157.12 | 2,264.98 | 2,378.23 | 2,497.14 | 2,622.00  |
| 145   | 2,004.29 | 2,104.51 | 2,209.73 | 2,320.22 | 2,436.23 | 2,558.04 | 2,685.94  |
| 146   | 2,054.40 | 2,157.12 | 2,264.98 | 2,378.23 | 2,497.14 | 2,622.00 | 2,753.10  |
| 147   | 2,104.51 | 2,209.73 | 2,320.22 | 2,436.23 | 2,558.04 | 2,685.94 | 2,820.24  |
| 148   | 2,157.12 | 2,264.98 | 2,378.23 | 2,497.14 | 2,622.00 | 2,753.10 | 2,890.75  |
| 149   | 2,209.73 | 2,320.22 | 2,436.23 | 2,558.04 | 2,685.94 | 2,820.24 | 2,961.25  |
| 150   | 2,264.98 | 2,378.23 | 2,497.14 | 2,622.00 | 2,753.10 | 2,890.75 | 3,035.29  |
| 151   | 2,320.22 | 2,436.23 | 2,558.04 | 2,685.94 | 2,820.24 | 2,961.25 | 3,109.32  |
| 152   | 2,378.23 | 2,497.14 | 2,622.00 | 2,753.10 | 2,890.75 | 3,035.29 | 3,187.05  |
| 153   | 2,436.23 | 2,558.04 | 2,685.94 | 2,820.24 | 2,961.25 | 3,109.32 | 3,264.78  |
| 154   | 2,497.14 | 2,622.00 | 2,753.10 | 2,890.75 | 3,035.29 | 3,187.05 | 3,346.41  |
| 155   | 2,558.04 | 2,685.94 | 2,820.24 | 2,961.25 | 3,109.32 | 3,264.78 | 3,428.02  |
| 156   | 2,622.00 | 2,753.10 | 2,890.75 | 3,035.29 | 3,187.05 | 3,346.41 | 3,513.73  |
| 157   | 2,685.94 | 2,820.24 | 2,961.25 | 3,109.32 | 3,264.78 | 3,428.02 | 3,599.42  |
| 158   | 2,753.10 | 2,890.75 | 3,035.29 | 3,187.05 | 3,346.41 | 3,513.73 | 3,689.41  |
| 159   | 2,820.24 | 2,961.25 | 3,109.32 | 3,264.78 | 3,428.02 | 3,599.42 | 3,779.39  |
| 160   | 2,890.75 | 3,035.29 | 3,187.05 | 3,346.41 | 3,513.73 | 3,689.41 | 3,873.88  |
| 161   | 2,961.25 | 3,109.32 | 3,264.78 | 3,428.02 | 3,599.42 | 3,779.39 | 3,968.36  |
| 162   | 3,035.29 | 3,187.05 | 3,346.41 | 3,513.73 | 3,689.41 | 3,873.88 | 4,067.58  |
| 163   | 3,109.32 | 3,264.78 | 3,428.02 | 3,599.42 | 3,779.39 | 3,968.36 | 4,168.78  |
| 164   | 3,187.05 | 3,346.41 | 3,513.73 | 3,689.41 | 3,873.88 | 4,067.58 | 4,270.96  |
| 165   | 3,264.78 | 3,428.02 | 3,599.42 | 3,779.39 | 3,968.36 | 4,168.78 | 4,375.12  |
| 166   | 3,346.41 | 3,513.73 | 3,689.41 | 3,873.88 | 4,067.58 | 4,270.96 | 4,484.50  |
| 167   | 3,428.02 | 3,599.42 | 3,779.39 | 3,968.36 | 4,168.78 | 4,375.12 | 4,593.88  |
| 168   | 3,513.73 | 3,689.41 | 3,873.88 | 4,067.58 | 4,270.96 | 4,484.50 | 4,708.73  |
| 169   | 3,599.42 | 3,779.39 | 3,968.36 | 4,168.78 | 4,375.12 | 4,593.88 | 4,823.57  |
| 170   | 3,689.41 | 3,873.88 | 4,067.58 | 4,270.96 | 4,484.50 | 4,708.73 | 4,944.16  |
| 171   | 3,779.39 | 3,968.36 | 4,168.78 | 4,375.12 | 4,593.88 | 4,823.57 | 5,064.75  |
| 172   | 3,873.88 | 4,067.58 | 4,270.96 | 4,484.50 | 4,708.73 | 4,944.16 | 5,191.37  |
| 173   | 3,968.36 | 4,168.78 | 4,375.12 | 4,593.88 | 4,823.57 | 5,064.75 | 5,317.99  |
| 174   | 4,067.58 | 4,270.96 | 4,484.50 | 4,708.73 | 4,944.16 | 5,191.37 | 5,450.94  |
| 175   | 4,168.78 | 4,375.12 | 4,593.88 | 4,823.57 | 5,064.75 | 5,317.99 | 5,583.89  |
| 176   | 4,270.96 | 4,484.50 | 4,708.73 | 4,944.16 | 5,191.37 | 5,450.96 | 5,723.51  |
| 177   | 4,375.12 | 4,593.88 | 4,823.57 | 5,064.75 | 5,317.99 | 5,583.89 | 5,862.99  |
| 178   | 4,484.50 | 4,708.73 | 4,944.16 | 5,191.37 | 5,450.96 | 5,723.51 | 6,009.70  |
| 179   | 4,593.81 | 4,823.50 | 5,064.68 | 5,317.91 | 5,583.80 | 5,862.99 | 6,156.14  |
| 180   | 4,708.74 | 4,944.18 | 5,191.39 | 5,450.96 | 5,723.51 | 6,009.68 | 6,310.17  |
| 181   | 4,823.50 | 5,064.67 | 5,317.91 | 5,583.80 | 5,862.99 | 6,156.14 | 6,463.95  |
| 182   | 4,944.18 | 5,191.39 | 5,450.96 | 5,723.51 | 6,009.68 | 6,310.16 | 6,625.67  |
| 183   | 5,064.67 | 5,317.91 | 5,583.80 | 5,862.99 | 6,156.14 | 6,463.94 | 6,787.15  |
| 184   | 5,191.39 | 5,450.96 | 5,723.50 | 6,009.68 | 6,310.16 | 6,625.67 | 6,956.95  |
| 185   | 5,317.90 | 5,583.80 | 5,862.99 | 6,156.14 | 6,463.94 | 6,787.14 | 7,126.50  |
| 186   | 5,450.96 | 5,723.51 | 6,009.68 | 6,310.17 | 6,625.67 | 6,956.96 | 7,304.81  |
| 187   | 5,583.80 | 5,862.99 | 6,156.14 | 6,463.95 | 6,787.14 | 7,126.50 | 7,482.83  |
| 188   | 5,723.51 | 6,009.68 | 6,310.17 | 6,625.67 | 6,956.96 | 7,304.80 | 7,670.04  |
| 189   | 5,862.99 | 6,156.14 | 6,463.95 | 6,787.14 | 7,126.50 | 7,482.82 | 7,856.97  |
| 190   | 6,009.68 | 6,310.16 | 6,625.67 | 6,956.96 | 7,304.80 | 7,670.04 | 8,053.54  |
| 191   | 6,156.14 | 6,463.94 | 6,787.14 | 7,126.50 | 7,482.82 | 7,856.97 | 8,249.81  |
| 192   | 6,310.17 | 6,625.68 | 6,956.96 | 7,304.81 | 7,670.05 | 8,053.55 | 8,456.23  |
| 193   | 6,463.95 | 6,787.15 | 7,126.50 | 7,482.83 | 7,856.97 | 8,249.82 | 8,662.31  |
| 194   | 6,625.67 | 6,956.96 | 7,304.80 | 7,670.05 | 8,053.55 | 8,456.23 | 8,879.04  |
| 195   | 6,787.15 | 7,126.51 | 7,482.83 | 7,856.97 | 8,249.82 | 8,662.32 | 9,095.43  |
| 196   | 6,956.96 | 7,304.81 | 7,670.05 | 8,053.55 | 8,456.23 | 8,879.04 | 9,322.99  |
| 197   | 7,126.51 | 7,482.83 | 7,856.97 | 8,249.82 | 8,662.32 | 9,095.43 | 9,550.20  |
| 198   | 7,304.80 | 7,670.04 | 8,053.54 | 8,456.22 | 8,879.03 | 9,322.98 | 9,789.13  |
| 199   | 7,482.83 | 7,856.98 | 8,249.83 | 8,662.32 | 9,095.43 | 9,550.20 | 10,027.71 |
| 200   | 7,670.04 | 8,053.54 | 8,456.22 | 8,879.03 | 9,322.98 | 9,789.13 | 10,278.58 |

# EXHIBIT C

## CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX 2016-2017 FIRE MOU

| RANGE | STEP A   | STEP B   | STEP C   | STEP D   | STEP E   | STEP F   | STEP G    |
|-------|----------|----------|----------|----------|----------|----------|-----------|
| 101   | 692.02   | 726.62   | 762.95   | 801.10   | 841.15   | 883.21   | 927.37    |
| 102   | 709.32   | 744.79   | 782.03   | 821.13   | 862.18   | 905.29   | 950.56    |
| 103   | 726.62   | 762.95   | 801.10   | 841.15   | 883.21   | 927.37   | 973.74    |
| 104   | 744.79   | 782.03   | 821.13   | 862.18   | 905.29   | 950.56   | 998.09    |
| 105   | 762.95   | 801.10   | 841.15   | 883.21   | 927.37   | 973.74   | 1,022.43  |
| 106   | 782.03   | 821.13   | 862.18   | 905.29   | 950.56   | 998.09   | 1,047.99  |
| 107   | 801.10   | 841.15   | 883.21   | 927.37   | 973.74   | 1,022.43 | 1,073.55  |
| 108   | 821.13   | 862.18   | 905.29   | 950.56   | 998.09   | 1,047.99 | 1,100.39  |
| 109   | 841.15   | 883.21   | 927.37   | 973.74   | 1,022.43 | 1,073.55 | 1,127.23  |
| 110   | 862.18   | 905.29   | 950.56   | 998.09   | 1,047.99 | 1,100.39 | 1,155.41  |
| 111   | 883.21   | 927.37   | 973.74   | 1,022.43 | 1,073.55 | 1,127.23 | 1,183.59  |
| 112   | 905.29   | 950.56   | 998.09   | 1,047.99 | 1,100.39 | 1,155.41 | 1,213.18  |
| 113   | 927.37   | 973.74   | 1,022.43 | 1,073.55 | 1,127.23 | 1,183.59 | 1,242.77  |
| 114   | 950.56   | 998.09   | 1,047.99 | 1,100.39 | 1,155.41 | 1,213.18 | 1,273.84  |
| 115   | 973.74   | 1,022.43 | 1,073.55 | 1,127.23 | 1,183.59 | 1,242.77 | 1,304.91  |
| 116   | 998.09   | 1,047.99 | 1,100.39 | 1,155.41 | 1,213.18 | 1,273.84 | 1,337.53  |
| 117   | 1,022.43 | 1,073.55 | 1,127.23 | 1,183.59 | 1,242.77 | 1,304.91 | 1,370.15  |
| 118   | 1,047.99 | 1,100.39 | 1,155.41 | 1,213.18 | 1,273.84 | 1,337.53 | 1,404.41  |
| 119   | 1,073.55 | 1,127.23 | 1,183.59 | 1,242.77 | 1,304.91 | 1,370.15 | 1,438.66  |
| 120   | 1,100.39 | 1,155.41 | 1,213.18 | 1,273.84 | 1,337.53 | 1,404.41 | 1,474.63  |
| 121   | 1,127.23 | 1,183.59 | 1,242.77 | 1,304.91 | 1,370.15 | 1,438.66 | 1,510.59  |
| 122   | 1,155.41 | 1,213.18 | 1,273.84 | 1,337.53 | 1,404.41 | 1,474.63 | 1,548.36  |
| 123   | 1,183.59 | 1,242.77 | 1,304.91 | 1,370.15 | 1,438.66 | 1,510.59 | 1,586.12  |
| 124   | 1,213.18 | 1,273.84 | 1,337.53 | 1,404.41 | 1,474.63 | 1,548.36 | 1,625.77  |
| 125   | 1,242.77 | 1,304.91 | 1,370.15 | 1,438.66 | 1,510.59 | 1,586.12 | 1,665.43  |
| 126   | 1,273.84 | 1,337.53 | 1,404.41 | 1,474.63 | 1,548.36 | 1,625.77 | 1,707.06  |
| 127   | 1,304.91 | 1,370.15 | 1,438.66 | 1,510.59 | 1,586.12 | 1,665.43 | 1,748.70  |
| 128   | 1,337.53 | 1,404.41 | 1,474.63 | 1,548.36 | 1,625.77 | 1,707.06 | 1,792.42  |
| 129   | 1,370.15 | 1,438.66 | 1,510.59 | 1,586.12 | 1,665.43 | 1,748.70 | 1,836.13  |
| 130   | 1,404.41 | 1,474.63 | 1,548.36 | 1,625.77 | 1,707.06 | 1,792.42 | 1,882.04  |
| 131   | 1,438.66 | 1,510.59 | 1,586.12 | 1,665.43 | 1,748.70 | 1,836.13 | 1,927.94  |
| 132   | 1,474.63 | 1,548.36 | 1,625.77 | 1,707.06 | 1,792.42 | 1,882.04 | 1,976.14  |
| 133   | 1,510.59 | 1,586.12 | 1,665.43 | 1,748.70 | 1,836.13 | 1,927.94 | 2,024.34  |
| 134   | 1,548.36 | 1,625.77 | 1,707.06 | 1,792.42 | 1,882.04 | 1,976.14 | 2,074.95  |
| 135   | 1,586.12 | 1,665.43 | 1,748.70 | 1,836.13 | 1,927.94 | 2,024.34 | 2,125.55  |
| 136   | 1,625.77 | 1,707.06 | 1,792.42 | 1,882.04 | 1,976.14 | 2,074.95 | 2,178.69  |
| 137   | 1,665.43 | 1,748.70 | 1,836.13 | 1,927.94 | 2,024.34 | 2,125.55 | 2,231.83  |
| 138   | 1,707.06 | 1,792.42 | 1,882.04 | 1,976.14 | 2,074.95 | 2,178.69 | 2,287.63  |
| 139   | 1,748.70 | 1,836.13 | 1,927.94 | 2,024.34 | 2,125.55 | 2,231.83 | 2,343.42  |
| 140   | 1,792.42 | 1,882.04 | 1,976.14 | 2,074.95 | 2,178.69 | 2,287.63 | 2,402.01  |
| 141   | 1,836.13 | 1,927.94 | 2,024.34 | 2,125.55 | 2,231.83 | 2,343.42 | 2,460.59  |
| 142   | 1,882.04 | 1,976.14 | 2,074.95 | 2,178.69 | 2,287.63 | 2,402.01 | 2,522.11  |
| 143   | 1,927.94 | 2,024.34 | 2,125.55 | 2,231.83 | 2,343.42 | 2,460.59 | 2,583.62  |
| 144   | 1,976.14 | 2,074.95 | 2,178.69 | 2,287.63 | 2,402.01 | 2,522.11 | 2,648.22  |
| 145   | 2,024.34 | 2,125.55 | 2,231.83 | 2,343.42 | 2,460.59 | 2,583.62 | 2,712.80  |
| 146   | 2,074.95 | 2,178.69 | 2,287.63 | 2,402.01 | 2,522.11 | 2,648.22 | 2,780.63  |
| 147   | 2,125.55 | 2,231.83 | 2,343.42 | 2,460.59 | 2,583.62 | 2,712.80 | 2,848.44  |
| 148   | 2,178.69 | 2,287.63 | 2,402.01 | 2,522.11 | 2,648.22 | 2,780.63 | 2,919.66  |
| 149   | 2,231.83 | 2,343.42 | 2,460.59 | 2,583.62 | 2,712.80 | 2,848.44 | 2,990.67  |
| 150   | 2,287.63 | 2,402.01 | 2,522.11 | 2,648.22 | 2,780.63 | 2,919.66 | 3,065.64  |
| 151   | 2,343.42 | 2,460.59 | 2,583.62 | 2,712.80 | 2,848.44 | 3,065.64 | 3,140.41  |
| 152   | 2,402.01 | 2,522.11 | 2,648.22 | 2,780.63 | 2,919.66 | 3,065.64 | 3,218.87  |
| 153   | 2,460.59 | 2,583.62 | 2,712.80 | 2,848.44 | 2,990.87 | 3,140.41 | 3,297.43  |
| 154   | 2,522.11 | 2,648.22 | 2,780.63 | 2,919.66 | 3,065.64 | 3,218.87 | 3,379.87  |
| 155   | 2,583.62 | 2,712.80 | 2,848.44 | 2,990.87 | 3,140.41 | 3,297.43 | 3,462.30  |
| 156   | 2,648.22 | 2,780.63 | 2,919.66 | 3,065.64 | 3,218.87 | 3,379.87 | 3,548.86  |
| 157   | 2,712.80 | 2,848.44 | 2,990.87 | 3,140.41 | 3,297.43 | 3,462.30 | 3,634.42  |
| 158   | 2,780.63 | 2,919.66 | 3,065.64 | 3,218.87 | 3,379.87 | 3,548.86 | 3,726.31  |
| 159   | 2,848.44 | 2,990.87 | 3,140.41 | 3,297.43 | 3,462.30 | 3,634.42 | 3,817.19  |
| 160   | 2,919.66 | 3,065.64 | 3,218.87 | 3,379.87 | 3,548.86 | 3,726.31 | 3,912.62  |
| 161   | 2,990.87 | 3,140.41 | 3,297.43 | 3,462.30 | 3,634.42 | 3,817.19 | 4,008.05  |
| 162   | 3,065.64 | 3,218.87 | 3,379.87 | 3,548.86 | 3,726.31 | 3,912.62 | 4,108.25  |
| 163   | 3,140.41 | 3,297.43 | 3,462.30 | 3,634.42 | 3,817.19 | 4,008.05 | 4,208.45  |
| 164   | 3,218.87 | 3,379.87 | 3,548.86 | 3,726.31 | 3,912.62 | 4,108.25 | 4,313.67  |
| 165   | 3,297.43 | 3,462.30 | 3,634.42 | 3,817.19 | 4,008.05 | 4,208.45 | 4,418.87  |
| 166   | 3,379.87 | 3,548.86 | 3,726.31 | 3,912.62 | 4,108.25 | 4,313.67 | 4,529.35  |
| 167   | 3,462.30 | 3,634.42 | 3,817.19 | 4,008.05 | 4,208.45 | 4,418.87 | 4,639.82  |
| 168   | 3,548.86 | 3,726.31 | 3,912.62 | 4,108.25 | 4,313.67 | 4,529.35 | 4,755.82  |
| 169   | 3,634.42 | 3,817.19 | 4,008.05 | 4,208.45 | 4,418.87 | 4,639.82 | 4,871.81  |
| 170   | 3,726.31 | 3,912.62 | 4,108.25 | 4,313.67 | 4,529.35 | 4,755.82 | 4,993.61  |
| 171   | 3,817.19 | 4,008.05 | 4,208.45 | 4,418.87 | 4,639.82 | 4,871.81 | 5,115.40  |
| 172   | 3,912.62 | 4,108.25 | 4,313.67 | 4,529.35 | 4,755.82 | 4,993.61 | 5,243.29  |
| 173   | 4,008.05 | 4,208.45 | 4,418.87 | 4,639.82 | 4,871.81 | 5,115.40 | 5,371.17  |
| 174   | 4,108.25 | 4,313.67 | 4,529.35 | 4,755.82 | 4,993.61 | 5,243.29 | 5,505.45  |
| 175   | 4,208.45 | 4,418.87 | 4,639.82 | 4,871.81 | 5,115.40 | 5,371.17 | 5,639.72  |
| 176   | 4,313.67 | 4,529.35 | 4,755.82 | 4,993.61 | 5,243.29 | 5,505.45 | 5,780.75  |
| 177   | 4,418.87 | 4,639.82 | 4,871.81 | 5,115.40 | 5,371.17 | 5,639.72 | 5,921.62  |
| 178   | 4,529.35 | 4,755.82 | 4,993.61 | 5,243.29 | 5,505.45 | 5,780.75 | 6,069.79  |
| 179   | 4,639.75 | 4,871.74 | 5,115.32 | 5,371.09 | 5,639.64 | 5,921.62 | 6,217.71  |
| 180   | 4,755.83 | 4,993.62 | 5,243.30 | 5,505.47 | 5,780.74 | 6,069.78 | 6,373.27  |
| 181   | 4,871.73 | 5,115.32 | 5,371.08 | 5,639.64 | 5,921.62 | 6,217.70 | 6,528.59  |
| 182   | 4,993.62 | 5,243.30 | 5,505.47 | 5,780.74 | 6,069.78 | 6,373.27 | 6,691.93  |
| 183   | 5,115.32 | 5,371.09 | 5,639.64 | 5,921.62 | 6,217.70 | 6,528.59 | 6,855.02  |
| 184   | 5,243.30 | 5,505.46 | 5,780.74 | 6,069.77 | 6,373.26 | 6,691.93 | 7,026.52  |
| 185   | 5,371.08 | 5,639.64 | 5,921.62 | 6,217.70 | 6,528.58 | 6,855.01 | 7,197.76  |
| 186   | 5,505.47 | 5,780.74 | 6,069.78 | 6,373.27 | 6,691.93 | 7,026.53 | 7,377.85  |
| 187   | 5,639.64 | 5,921.62 | 6,217.70 | 6,528.58 | 6,855.02 | 7,197.77 | 7,557.86  |
| 188   | 5,780.74 | 6,069.78 | 6,373.27 | 6,691.93 | 7,026.53 | 7,377.85 | 7,746.75  |
| 189   | 5,921.62 | 6,217.70 | 6,528.58 | 6,855.01 | 7,197.76 | 7,557.85 | 7,935.54  |
| 190   | 6,069.77 | 6,373.26 | 6,691.93 | 7,026.52 | 7,377.85 | 7,746.74 | 8,134.08  |
| 191   | 6,217.70 | 6,528.58 | 6,855.01 | 7,197.76 | 7,557.85 | 7,935.53 | 8,332.31  |
| 192   | 6,373.27 | 6,691.93 | 7,026.53 | 7,377.86 | 7,746.75 | 8,134.09 | 8,540.79  |
| 193   | 6,528.59 | 6,855.02 | 7,197.77 | 7,557.86 | 7,935.54 | 8,332.32 | 8,748.94  |
| 194   | 6,691.93 | 7,026.53 | 7,377.85 | 7,746.75 | 8,134.09 | 8,540.79 | 8,967.83  |
| 195   | 6,855.02 | 7,197.77 | 7,557.86 | 7,935.54 | 8,332.32 | 8,748.94 | 9,186.38  |
| 196   | 7,026.53 | 7,377.86 | 7,746.75 | 8,134.09 | 8,540.79 | 8,967.83 | 9,416.22  |
| 197   | 7,197.77 | 7,557.86 | 7,935.55 | 8,332.32 | 8,748.94 | 9,186.39 | 9,645.71  |
| 198   | 7,377.85 | 7,746.74 | 8,134.08 | 8,540.78 | 8,967.82 | 9,416.21 | 9,887.02  |
| 199   | 7,557.66 | 7,935.55 | 8,332.32 | 8,748.94 | 9,186.39 | 9,645.71 | 10,127.99 |
| 200   | 7,746.74 | 8,134.07 | 8,540.78 | 8,967.82 | 9,416.21 | 9,887.02 | 10,381.37 |

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**RESOLUTION NO. 15-5223**  
**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUSANVILLE**  
**APPROVING AND AUTHORIZING MAYOR TO EXECUTE MEMORANDUM OF**  
**UNDERSTANDING WITH THE FIRE FIGHTER BARGAINING UNIT FOR FISCAL**  
**YEAR 2015/2016 AND 2016/2017**

**WHEREAS,** the City of Susanville and representatives from the Fire Fighter bargaining unit have negotiated a labor agreement according to the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS,** the Bargaining Unit has ratified the respective agreement; and

**WHEREAS,** the agreement has been negotiated within the parameters established by City Council.

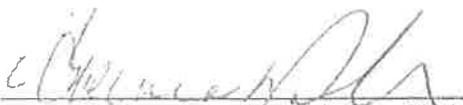
**NOW, THEREFORE, BE IT RESOLVED,** by the City Council of the City of Susanville that the Memorandum of Understanding with the Fire Fighter bargaining unit for the period of July 1, 2015 through June 30, 2017 is hereby approved.

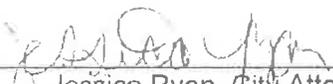
APPROVED:   
Brian R. Wilson, Mayor

ATTEST:   
Gwenna MacDonald, City Clerk

The foregoing Resolution No. 15-5223 was adopted at a regular meeting of the City Council of the City of Susanville, held on the 4<sup>th</sup> day of November, 2015 by the following vote:

AYES: De Boer, Callegari, Garnier and Wilson  
NOES: None  
ABSENT: McBride  
ABSTAINING: None

  
Gwenna MacDonald, City Clerk

APPROVED AS TO FORM:   
Jessica Ryan, City Attorney